

# Southern California Nevada Conference of the United Church of Christ Annual Gathering 2023: "Stories of Resilience" Hybrid Meeting (conducted in person at Chapman University and via Zoom) MINUTES

# Friday, June 9, 2023

The 2023 Annual Gathering began with morning workshops, followed by lunch.

#### Worship

Opening worship featured a sermon by Rev. Madison Shockley, Pastor of Pilgrim UCC in Carlsbad, CA and music by an ensemble of conference members (led by Rev. Ben Samuel and Rev. Sam Pullen). Offerings during Annual Gathering went to support Centro Romero, Conference Justice Grants, and Pilgrim Pines Camperships.

# Plenary

### Welcome, Approval of Agenda, & Introductions

Conference Moderator, Rev. Andy Schwiebert, welcomed delegates and visitors to the gathering. Registrar, Virginia Arroyo, declared a quorum with 139 delegates registered from 68 churches. Total registration was 172 (including 33 visitors): 119 in person and 53 virtual attendees. The technology team was thanked for their dedicated work in making this hybrid meeting possible.

The agenda for the meeting (which was posted on the website in April) was approved with no objections.

Parliamentarian, Rev. Libby Tigner, and sign language interpreters, Julie Kelderman and Catrina White were introduced and thanked for their participation in the meeting.

The following ecumenical partners and guests from the national setting of the UCC were welcomed and recognized: Rev. Nancy Brink, Director of Church Relations and Dean of the Chapel at Chapman University; Rev. Krista Betz, Director of Leadership Initiatives at the Pension Boards; Maria Coyne, President and CEO of the Cornerstone Fund; and Rev. James Fouther, Western Region Generosity Officer. The Pension Boards and Cornerstone Fund were thanked for their sponsorship of the event. Keynote speakers: Rev. Rebecca Anderson, Rev. Julian DeShazier, and Rev. PK Thompson were welcomed. These guests were granted voice without vote for the meeting with no objections. The following allied organizations, mission partners, and conference-connected ministries who provided exhibits at the meeting were welcomed: Global Ministries, The Conference Accessibility Team, Pilgrim Pines Camp, Peppermint Ridge, and Montebello Plymouth Congregational Church.

#### **Approval of Minutes**

The process for discussion and voting upon business items was introduced and explained (via voice vote for in person delegates and Zoom poll for online delegates).

Motion to approve the minutes of the 2022 Annual Gathering: Erin Beardemphl Motion was seconded by: Rich Fluechling Vote: Approved

Motion to approve the minutes of the Special Called Meeting of September 24, 2022 regarding the Pilgrim Pines Camp transition: Petra Malleis-Sternberg Motion was seconded. Vote: Approved

#### **Conference Board Chair Report**

Rev. Sarah Averette-Phillips offered her report as the Chair of the Conference Board of Directors. She noted the many transitions and changes the conference has been through in recent years including the transition of Pilgrim Pines to an independent ministry partner. She highlighted the conference's commitment to continued antiracism and accessibility work. And, reflecting upon the story of Ruth and Naomi, she reminded the gathering that we journey on together into a hopeful future.

On behalf of the Nominating Committee, Sarah then presented the slate of nominees to be voted upon on Saturday (see below for motion and slate).

The conference staff was thanked for their outstanding work over the past few years.

#### **Treasurer's Report**

Conference Treasurer, Ken Roberts, reported on financial data from 2022 (per the report posted on the website in advance of the meeting) and gave an overview of the proposed 2024 budget to be voted upon on Saturday (attached below).

The Friday business meeting then concluded.

### **Keynote Presentation**

Rev. Rebecca Anderson offered an engaging presentation on the importance and practice of storytelling in church settings.

The gathering continued with afternoon workshops, followed by dinner.

# **Evening Program**

#### Welcome

Moderator, Andy Schwiebert welcomed attendees and introduced Maria Coyne, CEO of the Cornerstone Fund who offered a greeting on behalf of the financial ministries of the UCC.

#### **Recognition of A2A Churches**

The following churches were recognized by the Conference Accessibility Team for becoming Accessible to All (A2A): Diamond Bar UCC and Claremont UCC

### **Acting Conference Minister Report**

Acting Conference Minister, Rev. Kris Bergstrom's report was posted on the website in advance of the meeting. She offered a brief reflection to the gathering. She also invited the gathering to join her in offering special thanks to our conference office staff members, Virginia Arroyo and Stella Perez. She then continued with recognitions of congregations and ministers (see following list).

**Members in Discernment** – Central Association: Zoltan Batori; Eastern Association: Loren Copecius, Pratima Dharm, Rudolph Dimery, Michael Lewis; Southern Association: Monica Bradley, Barbara Christensen, Stephen Paul Colon, Ken Jensen, Jude Johnson, Harry Kipp, Anna Runion, Leitu Teofilo

Newly Ordained – Donald Shenk, Keslinn Kohfeld-Stout

**Called Interims** – John Varga, Congregational Church of Northridge; David McKinley, California City, Community Church; Scott Furukawa, Woodland Hills Community Church

**Newly Called Clergy** – Ieremia Tyrell, Los Angeles, The First Samoan Church of LA; Ruben Nuño, Pastor Los Angeles, Union Church; Michael Spitters, Sr. Pastor Manhattan Beach Community Church; Jamall Calloway, Designated Term Pastor Alpine Community Church; Brandon Duran, Designated Interim San Diego, Kensington Community Church; Tameka Love, Pastor Las Vegas, Northwest Community Church; Keslinn Kohfeld-Stout, Designated Pastor Tehachapi Community Church; Victoria Freiheit, Sr. Pastor Chula Vista Community Church; Jim Burklo, Designated Pastor Simi Valley, UCC in Simi Valley; Cynthia "Wally" Hoeger, Designated Term AP Long Beach, First Congregational; Florentino "Tino" Cordova, Diamond Bar United Church of Christ; Monica Corsaro, Costa Mesa, Fairview Community; Tracy Kariya, Designated Term Pastor Los Angeles, West Hollywood UCC; Nathan Hill, Sr. Pastor Santa Ana, Church of the Foothills; Teri Nilsen-Baird, Bakersfield, First Congregational Church

**Approved Privilege of Call** – Nathan "Nate" Graeser, Chaplain, Miltary/VA Hospital and Kyle Sears, Pastor at La Canada Congregational Church

**Recently Retired** – Roger Barkley, Congregational Church of Northridge; David Young, Palos Verdes, The Neighborhood Church; Jane Quandt, Lompoc, Valley of the Flowers

#### Newly Open and Affirming Congregations - MCC/UCC in the Valley

**Church Anniversaries** – First Congregational Church of Escondido: 135th Church Anniversary; Los Alamitos Community Congregational UCC: 125th Church Anniversary; MCC/UCC in the Valley: 50th Church Anniversary; Diamond Bar United Church of Christ: 60th Anniversary

5th Anniversary of Ministry – Michelle Freeman, Brittany Hanlin

**10<sup>th</sup> Anniversary of Ministry** – Florentino "Tino" Cordova, John Forrest Douglas, Monika-Maria Grace, Joseph Dressler, Marjorie Guese, Jennifer Strickland, Samuel Pullen

**15th Anniversary of Ministry** – Francisco Aspuria, Pavel Baklanov, Loletta Barrett, Sally Burton, Gary Chomiak, Violeta Sanders, Alexis Solomon, Rudolph van Graan, Mark Weber

20th Anniversary of Ministry – Gerald "Jerry" Garber

25th Anniversary of Ministry – Elizabeth Aguilar, Paula Elizabeth, Mitchell Young

30th Anniversary of Ministry – David Bahr, Joyce Kirk-Moore, John Varga

**35th Anniversary of Ministry** – Alex Achacoso, Tupefaavae Auelua, Paul Clay, Jeremias Lagahit, Linda Sieh

40th Anniversary of Ministry – Elizabeth Moore, Steven Swope, Inez Tarbell

**45th Anniversary of Ministry** – Judith Chatfield, Gregg Hepner, Michael Holland, Nerice Kaufman, Elanor Scott Meyer, Daniel Smith, Gifford Smith

**50th Anniversary of Ministry** – Penelope "Penny" Mann, Barbara Martyn, Gwynne Schultz, Jerald "Jerry" Stinson, Kenneth Wyant

55th Anniversary of Ministry – Merrill Kanouse, Donald Kutz, Jeffrey Utter

In Memoriam – Jane Heckles, John Calhoun, William Freeman, Andy Leavasa, Herbert Chamberlin

### **Stories of Resilience**

The evening program concluded with storytelling practices and moving personal stories shared by members of the conference.

# Saturday, June 10, 2023

#### Worship

Saturday morning worship featured a sermon by Rev. Pausa Kaio "PK" Thompson, Pastor of Dominguez Samoan Congregational Christian Church in Compton and music by their church choir.

#### Plenary

#### **Speakouts**

Speakouts were offered on the following topics: volunteering at Pilgrim Pines; thank you for OCWM contributions to support the work of the national setting; celebration of Transpride in Las Vegas; and how to get involved with the work of Clergy and Laity United for Economic Justice (CLUE) to support hotel and hospitality workers.

Motion to approve the slate of nominated officers, board members, and committee members as presented (see below): Nominating Committee No Second Needed (motion came from a committee)

Vote: Approved

Class of 2024 Board of Directors	Class of 2025 Board of Directors	Class of 2026 Board of Directors			
Eduardo Arismendi-Pardi (S) (L)	John Forrest Douglas (N) (P)	Holgie Choi (S) (P)			
Erin Beardemphl (E) (P)	Neal Washburn (C) (P)	Rich Fluechtling (E) (L)			
Heather Branton (N) (P)	Pat Whitacre (S) (L)	Rosario Ibarra (C) (P)			
Cheryl Farrell (C) (L)		Robin Heckendorf (C) (L)			
	Board Officers				
Chair Class of 2025	Vice Chair Class of 2025	Moderator Class of 2024			
Jude Johnson (S) (L)	Tim Seery (S) (P)	Wally Hoeger (C) (P)			
Vice Moderator Class of 2024	Secretary Class of 2026	Treasurer Class of 2024			
Ashley Hiestand (C) (P)	Chrissy Siva (E) (P)	Ken Roberts (C) (L)			
Annual Gathering Planning Team					
	Class of 2025	Class of 2026			
	Benjamin Samuel (C) (P)	Sam Pullen (C) (P)			
		Kyle Tade (C) (P)			
	Nominating Committee				
Class of 2024	Class of 2025	Class of 2026			
Paul Tellström (C) (P)	KarenFay Ramos Young (C) (P)	Mitchell Young (C) (P)			
Faren Eng (E) (L)	Tim Seery (S) (P)	Jennifer Strickland (E) (P)			
Conference Accessibility Team					
		Class of 2026			
		Ben Bond (C) (P)			
		Jacob Buchholz (E) (P)			
		Stacy Thomas (C) (P)			

#### Slate of Nominees for Conference Leadership

#### **Abbreviations**

(C) Central Association (E) Eastern Association (N) Northern Association (S) Southern Association (L) Laity (P) Clergy

# Motion to approve the proposed 2024 Southern California Nevada Conference Budget

(attached at end of minutes): SCNC Board of Directors No Second Needed (motion came from a committee) Vote: Approved

#### **Commissioning and Installation of Conference Leaders**

Kris Bergstrom thanked those who said yes to support the work of the conference. She then led the gathering in commissioning our General Synod delegates (Billie Grace Berry, Faren Eng, Cheryl Farrell, Mattea Fisher, Tracy Halter-Balin, Ashley Hiestand, Jude Johnson, Andy Schweibert, Chrissy Siva, Jamie Lee Sprague, Hamleth Torrones, and Pat Whitacre) and installing our newly elected conference leaders.

### **Conference Minister Search Committee Report**

Rev. Tim Seery offered his report on behalf of the Conference Minister Search Committee and presented their chosen candidate, Rev. Dr. Monica Dawkins-Smith. He highlighted the breadth of her ministerial experience and the pastoral and leadership qualities that led their committee to select her.

#### **Presentation by Conference Minister Candidate**

Rev. Dr. Monica Dawkins-Smith introduced herself and presented her hopes, dreams, and priorities for the Southern California Nevada Conference including continued pursuit of diversity with justice, support of clergy and churches, and expansion of conference funding. Time was also allotted for members of the gathering to share their hopes, dreams, and ask questions. After the discussion, the candidate was escorted out to wait until the vote was taken.

# Motion to call the Rev. Dr. Monica Dawkins-Smith as the settled Conference Minister of the Southern California Nevada Conference of the United Church of Christ: SCNC Board of Directors

**No Second Needed** (motion came from a committee) **Vote:** Approved

The candidate was joyfully brought back into the meeting and this portion of the gathering concluded with a prayer by Rev. Chrissy Siva, member of the search committee.

The gathering continued with workshops by Rev. Julian DeShazier and Rev. Rebecca Anderson, followed by lunch.

# Plenary

No further business was conducted during the final plenary session.

### **Closing Conversations and Worship**

The gathering concluded with closing conversations with our guest speakers, acknowledgment of the Annual Gathering Planning Committee, and worship. Closing worship featured a sermon by the Rev. Julian DeShazier, music by members of the conference (led by Rev. Ben Samuel and Rev. Sam Pullen), the sacrament of communion, and a benediction by the Rev. Monica Dawkins-Smith.

Annual Gathering was adjourned following worship.

Minutes submitted by,

Susan Bjork, Secretary Southern California Nevada Conference of the United Church of Christ

	Actual 2021	Actual 2022	Budget 2022	Budget 2023	Budget 2024
nary Income/Expense					
come					
4500 · Rental Income					
4501 · Chino	10,800.00	12,600.00	21,600.00	10,800.00	0.00
Total 4500 · Rental Income	10,800.00	12,600.00	21,600.00	10,800.00	0.00
4000 · Contributions Income					
4010 · OCWM - Basic Support	376,398.80	329,546.76	418,000.00	400,000.00	400,000.00
4011 · OCWM - 10% Due National	-34,862.17	-32,954.96	-41,800.00	-40,000.00	-40,000.00
4020 · Per Capita	121,923.00	96,557.67	120,000.00	115,000.00	115,000.00
4040 · Annual Appeal	13,081.20	383.68	15,000.00	15,000.00	15,000.00
4080 · Misc. Contributions	6,371.25	11,295.85	0.00	8,000.00	5,000.00
4100 · Special Offerings					
4110 · Christmas Fund	22,126.13	23,210.30	35,000.00	24,000.00	24,000.00
4120 · Neighbors in Need	38,074.52	37,124.62	45,000.00	30,000.00	30,000.00
4130 · One Great Hour of Sharing	61,336.13	66,283.85	75,000.00	60,000.00	60,000.00
4140 · Strengthen The Church -National	7,208.99	8,157.59	9,000.00	8,000.00	8,000.00
4149 · Special Offering Transfer	-113,690.91	-134,775.76	-164,000.00	-122,000.00	-122,000.00
Total 4100 · Special Offerings	15,054.86	0.60	0.00	0.00	0.00
4150 · Directed Gifts to National	22,801.63	33,948.00	5,000.00	10,000.00	10,000.00
4151 · Directed Gifts Transfer	-22,621.63	-33,948.00	-5,000.00	-10,000.00	-10,000.00
4200 · Temporarily Restricted					
4201 · Pomona - Urban Mission	14,300.00		0.00	0.00	0.00
4200 · SCNC Strengthen the Church	6,734.00	8,272.60	0.00	8,000.00	8,000.00
Total 4200 · Temporarily Restricted	21,034.00	8,272.60	0.00	8,000.00	8,000.00
Total 4000 · Contributions Income	519,180.94	413,102.20	511,200.00	506,000.00	503,000.00
4300 - Program Revenue					
4321 - History & Polity Class		2,460.01			0.00
4322 - Boundary Training		4,500.62			
XXXX- Annual Gathering					25,000.00
Total 4300 - Program Revenue	0.00	6,960.63	0.00	0.00	25,000.00
4900 · Miscellaneous Income					
4910 · Misc. Income	5,672.28	327.41	23,800.00	5,000.00	1,000.00
Total 4900 · Miscellaneous Income	5,672.28	327.41	23,800.00	5,000.00	1,000.00
4600 · Interest Income	, -		,	,	,
4610 · Loan Interest	96,551.52	88,786.54	62,000.00	60,000.00	71,000.00
4650 · Other Interest Income (Cornerstone)	13,738.44	13,266.13	0.00	6,500.00	13,000.00
Total 4600 · Interest Income	110,289.96	102,052.67	62,000.00	66,500.00	84,000.00
al Income	645,943.18	535,042.91	618,600.00	588,300.00	613,000.00
			,	,	, _ 0 0 . 0 0

5120 · Salaries · Admin   79,809.99   79,785.81   88,279,25   85,000.00   103,000     Total 5100 · Salaries   463,704.91   335,422.36   224,346.24   315,000.00   371,000     5300 · Payroll Expenses   26,745.34   13,197.43   17,165.30   100,000   500     5300 · Payroll Expenses   360.48   350.00   900.00   900.00   500     5300 · Payroll Expenses   0.00   2,917.50   731.33   0.00   0.00     5400 · Benefits   55,956.49   34,937.36   38,537.00   37,500.00   49,700     5410 · Health Benefits   55,956.49   34,381.27   39,589.97   25,926.00   32,200.00   48,444     Total 5420 · Pension   34,381.27   39,589.97   25,926.00   32,200.00   48,444     Total 5400 · Benefits   90,317.76   76,365.84   64,463.00   69,700.00   10,000.01   10,000.01     5500 · Professional Expenses · Other   11,825.16   5,394.20   12,000.00   10,000.01   10,000.01     5600 · Professional Expenses · Other   11,825.16		Actual 2021	Actual 2022	Budget 2022	Budget 2023	Budget 2024
5100 · Salaries   5140 · Salaries - Program Staff   93.832.28   0.00   268,000     5110 · Salaries - Conference Ministers   290,062.64   255,036.55   224,346.24   315,000.00   288,000     5120 · Salaries - Admin   79,0999   79,785.81   88,279.25   85,000.00   286,000     5119 · Social Security Offset   26,745.34   13,197.43   17,162.50   17,595.00   20,505     5300 · Payroll Processing Fee   360.48   350.00   900.00   900.00   500     5300 · Payroll Processing Fee   18,986.29   6,049.32   7,100.00   0.00   000     5400 · Benefits   15,174.27   6,780.65   7,450.00   900.00   49,000     5410 · Health Benefits   55,956.49   34,937.36   38,537.00   37,500.00   48,444     5410 · Health Benefits   90,317.76   76,356.89   64,493.00   690,000   103,333     5500 · Workers Compensation   4,692.28   3,419.27   3,569.09   32,200.00   48,444     5610 · Prof Exp - Admin   4,602.28   3,419.27   3,650.00   10,	cpense					
5140 - Salaries - Program Staff   93,832.28   0.00     5110 - Salaries - Admin   79,809.99   79,785.81   88,279.25   85,000.00   268,000     5120 - Salaries - Admin   79,809.99   79,785.81   88,279.25   85,000.00   310,000     5100 - Salaries   463,704.91   335,422.36   224,346.24   315,000.00   310,000     5110 - Salaries   20,745.34   13,197.43   17,162.50   17,595.00   20,500     5300 - Payroll Expenses   5350 - Payroll Tax Expense   11,896.29   6,049.32   7,100.00   0.00   00     5300 - Payroll Expenses - Other   2,917.50   731.33   0.00   900.00   900     5410 - Health Benefits   55,956.49   34,937.36   38,537.00   37,500.00   49,700     5410 - Health Benefits   90,317.76   76,366.46   64,463.00   69,700.00   10,333     5500 - Workers Compensation   4,492.12   3,589.97   25,926.00   32,200.00   48,444     Total 5400 - Benefits   90,317.76   76,366.46   64,463.00   69,700.00   10,000.00	Human Resources					
5110 · Salaries · Admin   290,062.64   255,636.55   224,346.24   230,000.00   268,000     5120 · Salaries · Admin   79,809.99   79,785.81   88,279.25   85,000.00   103,000     5110 · Social Security Offset   26,745.34   13,197.43   17,162.50   17,595.00   20,602     5300 · Payroll Expenses   350.0   900.00   900	5100 · Salaries					
5120 · Salaries - Admin   79,809.99   79,785.81   86,279.25   85,00.00   103,000     Total \$100 · Salaries   463,704.91   335,422.36   224,346.24   315,000.00   371,000     5101 · Social Security Offset   26,745.34   13,197.43   17,162.50   17,595.00   26,070     5300 · Payroll Expenses   360.48   350.00   900.00   900   500     5300 · Payroll Expenses - Other   2,917.50   731.33   0.00   000   000     5400 · Banefits   55,956.49   34,937.36   38,537.00   37,500.00   49,700     5410 · Health Benefits   55,956.49   34,937.36   38,537.00   37,500.00   48,444     Total 5400 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5400 · Benefits   90,317.76   76,365.54   64,463.00   69,700.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00	5140 · Salaries - Program Staff	93,832.28			0.00	
Total 5100 · Salaries   463.704.91   335.5422.36   224.346.24   315,000.00   371,000     5119 · Social Security Offset   26.745.34   13,197.43   17,162.50   17,595.00   20,503     5300 · Payroll Expenses   5350 · Payroll Tax Expense   11,896.29   6.049.32   7,100.00   0.00   900.00   900     5310 · Payroll Tax Expense   11,896.29   6.049.32   7,100.00   0.00   900.90   900.90   500	5110 · Salaries - Conference Ministers	290,062.64	255,636.55	224,346.24	230,000.00	268,000.00
5119 - Social Security Offset   26,745.34   13,197.43   17,162.50   17,595.00   20,503     5300 - Payroll Expenses   5350 - Payroll Tax Expense   11,896.29   6,049.32   7,100.00   0.00   00     5300 - Payroll Expenses - Other   2,917.50   731.33   0.00   00   00     5400 - Payroll Expenses - Other   2,917.50   731.33   0.00   900.00   900.00     5400 - Benefits   55,956.49   34,937.36   38,537.00   37,500.00   48,447     5410 - Health Benefits   55,956.49   34,937.36   38,537.00   32,200.00   48,447     Total 5420 - Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,447     Total 5400 - Benefits   90,317.76   76,956.64   64,463.00   69,700.00   10,303.35     5500 - Workers Compensation   4,692.28   3,419.27   3,650.00   4,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10,000.00   10	5120 · Salaries - Admin	79,809.99	79,785.81	88,279.25	85,000.00	103,000.00
5300 - Payroll Expenses   360.48   350.00   900.00	Total 5100 · Salaries	463,704.91	335,422.36	224,346.24	315,000.00	371,000.00
5350 · Payroll Processing Fee   360.48   350.00   900.00   900.00     5310 · Payroll Expenses - Other   2,917.50   731.33   0.00   00     5300 · Payroll Expenses - Other   2,917.50   731.33   0.00   900.00   900.00     5400 · Barroll Expenses   15,174.27   6,780.65   7,450.00   900.00   900.00     5400 · Benefits   55,956.49   34,937.36   38,537.00   37,500.00   48,440     5410 · Health Benefits   55,956.49   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5420 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5400 · Benefits   90,317.76   76,665.64   64,63.00   69,700.0   10,300     5600 · Professional Expenses   5610 · Professional Expenses   11,825.16   5,334.20   12,000.00   10,000.00   10,000     5600 · Professional Expenses · Other   45,00.2   8,600.00   0.00   14,000.00   13,000     500 · Professional Expenses   519,76.21   11,225.98   23,800.00	5119 · Social Security Offset	26,745.34	13,197.43	17,162.50	17,595.00	20,502.00
5310 · Payroll Tax Expense   11,896.29   6,049.32   7,100.00   0.00     5300 · Payroll Expenses - Other   2,917.50   731.33   0.00     5400 · Bayroll Expenses   15,174.27   6,780.65   7,450.00   900.00   900.00     5410 · Health Benefits   55,956.49   34,937.36   38,537.00   37,500.00   49,700     5411 · Life/Disability Insurance   1,838.31   5,193   542.200.00   48,444     Total 5420 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5400 · Benefits   90,317.76   76,365.64   64,463.00   69,700.00   10,333     5500 · Workers Compensation   4,692.28   3,419.27   3,650.00   4,000.00   4,000.00     5600 · Professional Expenses   5610 · Professional Expenses   5610 · Professional Expenses   11,825.16   5,334.20   12,000.00   10,000.00   10,000.00     5600 · Professional Expenses   15,976.21   11,225.98   23,800.00   14,000.00   13,000     5000 · Contract Services   36,419.33   5000.00   16,000.00	5300 · Payroll Expenses					
5300 · Payroll Expenses - Other   2,917.50   731.33   0.00     Total 5300 · Payroll Expenses   15,174.27   6,780.65   7,450.00   900.00   900     5400 · Benefits   55,956.49   34,937.36   38,537.00   37,500.00   49,700     5410 · Heath Benefits   55,956.49   34,937.36   38,537.00   37,500.00   48,444     5420 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5420 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5400 · Benefits   90,317.76   76,365.64   64,463.00   69,700.00   103,333     5500 · Workers Compensation   4,692.28   3,419.27   3,650.00   4,000.00   4,000     5600 · Professional Expenses   11,825.16   5,334.20   12,000.00   10,000.00   13,000     5600 · Professional Expenses · Other   45.00   8,600.00   0.00   14,000.00   13,000     6000 · Contract Services   71,540.04   14,192.50   72,000.00   30,000.00   16,000	5350 · Payroll Processing Fee	360.48		350.00	900.00	900.00
Total 5300 · Payroll Expenses   15,174.27   6,780.65   7,450.00   900.00   900     5400 · Benefits   5410 · Health Benefits   55,956.49   34,937.36   38,537.00   37,500.00   49,700     5411 · Life/Disability Insurance   1,838.31   5,191     5420 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5420 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5400 · Benefits   90,317.76   76,365.64   64,463.00   69,700.00   103,333     5500 · Workers Compensation   4,692.28   3,419.27   3,650.00   4,000.00   4,000     5600 · Professional Expenses   11,825.16   5,334.20   12,000.00   10,000.00   10,000     5600 · Professional Expenses - Other   4,106.05   5,891.78   3,200.00   4,000.00   13,000     Total 5600 · Professional Expenses   11,225.98   23,800.00   14,000.00   15,000     6000 · Contract Services   36,419.33   5000   512,733   5000   50,000   16	5310 · Payroll Tax Expense	11,896.29	6,049.32	7,100.00	0.00	0.00
5400 · Benefits   5410 · Health Benefits   55,956.49   34,937.36   38,537.00   37,500.00   49,700     5411 · Life/Disability Insurance   1,838.31   5,190     5420 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5420 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5400 · Benefits   90,317.76   76,365.64   64,463.00   69,700.00   103,333     5500 · Workers Compensation   4,692.28   3,419.27   3,650.00   4,000.00   4,000     5600 · Professional Expenses   5,691.78   3,200.00   4,000.00   3,000     5600 · Professional Expenses - Other   4,106.05   5,891.78   3,200.00   4,000.00   13,000     Total 5600 · Professional Expenses   15,976.21   11,225.98   23,800.00   14,000.00   13,000     Total 5600 · Professional Expenses   38,426.97   55,132.59   4,500.00   15,000.00   16,000     6000 · Contract Services   71,540.04   14,192.50   72,000.00   3,000.00   5,000<	5300 · Payroll Expenses - Other	2,917.50	731.33		0.00	
5410 · Health Benefits   55,956.49   34,937.36   38,537.00   37,500.00   49,700     5411 · Life/Disability Insurance   1,838.31   5,199     5420 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,440     Total 5420 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,440     Total 5400 · Benefits   90,317.76   76,365.64   64,463.00   69,700.00   103,330     5500 · Workers Compensation   4,692.28   3,419.27   3,650.00   4,000.00   4,000     5600 · Professional Expenses   5   510 · Prof Exp - Admin   4,160.05   5,891.78   3,200.00   10,000.00   10,000     5600 · Professional Expenses · Other   45.00   8,600.00   0.00   13,000     Total 5600 · Professional Expenses   515,976.21   11,225.98   23,800.00   14,000.00   13,000     Goldo · Contract Services   616,610.77   446,411.33   340,871.74   421,195.00   512,732     Operations   6000 · Contract Services · Other   71,540.04   14,192.50   72,0	Total 5300 · Payroll Expenses	15,174.27	6,780.65	7,450.00	900.00	900.00
5411 - Life/Disability Insurance   1,838.31   5,190     5420 - Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5420 - Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5400 - Benefits   90,317.76   76,365.64   64,463.00   69,700.00   103,333     5500 - Workers Compensation   4,692.28   3,419.27   3,650.00   4,000.00   4,000     5610 - Prof Exp - Conference Ministers   11,825.16   5,334.20   12,000.00   10,000.00   30,000     5600 - Professional Expenses - Other   45.00   8,600.00   0.00   130,000     5600 - Professional Expenses   616,610.77   446,411.33   340,871.74   421,195.00   512,732     Operations   6010 - Accounting Services   71,540.04   14,192.50   72,000.00   30,000.00   15,000     6030 - Contract Services - Other   745.00   2,665.00   7,000.00   2,500.00   30,000   5,000     6033 - IT support   2,518   150.00   111,130.76   113,500.00	5400 · Benefits					
5420 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5420 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5400 · Benefits   90,317.76   76,365.64   64,463.00   69,700.00   103,333     5500 · Workers Compensation   4,692.28   3,419.27   3,650.00   4,000.00   4,000     5600 · Professional Expenses   5   5,334.20   12,000.00   10,000.00   10,000     5600 · Professional Expenses · Other   4,106.05   5,891.78   3,200.00   4,000.00   3,000     5600 · Professional Expenses · Other   45.00   8,600.00   0.00   10,000.00   13,000     Total 5600 · Professional Expenses   15,976.21   11,225.98   23,800.00   14,000.00   13,000     Total Human Resources   616,610.77   446,411.33   340,871.74   421,195.00   512,732     Operations   6000 · Contract Services   71,540.04   14,192.50   72,000.00   30,000.00   16,000     6033 · IT support   6030 · Communication Services <th>5410 · Health Benefits</th> <th>55,956.49</th> <th>34,937.36</th> <th>38,537.00</th> <th>37,500.00</th> <th>49,700.00</th>	5410 · Health Benefits	55,956.49	34,937.36	38,537.00	37,500.00	49,700.00
Total 5420 · Pension   34,361.27   39,589.97   25,926.00   32,200.00   48,444     Total 5400 · Benefits   90,317.76   76,365.64   64,463.00   69,700.00   103,330     5500 · Workers Compensation   4,692.28   3,419.27   3,650.00   4,000.00   4,000     5600 · Professional Expenses   5610 · Prof Exp · Conference Ministers   11,825.16   5,334.20   12,000.00   10,000.00   3,000     5600 · Professional Expenses - Other   4,106.05   5,891.78   3,200.00   4,000.00   3,000     5600 · Professional Expenses - Other   45.00   8,600.00   0.00   14,000.00   13,000     Total 5600 · Professional Expenses   15,976.21   11,225.98   23,800.00   14,000.00   13,000     Total Fluman Resources   616,610.77   446,411.33   340,871.74   421,195.00   512,732     Operations   6000 · Contract Services   71,540.04   14,192.50   72,000.00   3,000.00   16,000     6030 · Communication Services   24,228.50   2,721.34   30,000.00   50,500.00   41,400	5411 - Life/Disability Insurance		1,838.31			5,190.00
Total 5400 · Benefits   90,317.76   76,365.64   64,463.00   69,700.00   103,330     5500 · Workers Compensation   4,692.28   3,419.27   3,650.00   4,000.00   4,000     5600 · Professional Expenses   5610 · Prof Exp · Conference Ministers   11,825.16   5,334.20   12,000.00   10,000.00   10,000     5600 · Professional Expenses - Other   4,106.05   5,891.78   3,200.00   4,000.00   3,000     5600 · Professional Expenses - Other   45.00   8,600.00   0.00   10,000.00   13,000     Total 5600 · Professional Expenses   15,976.21   11,225.98   23,800.00   14,000.00   13,000     Total Fluman Resources   616,610.77   446,411.33   340,871.74   421,195.00   512,732     Operations   36,010 · Accounting Services   71,540.04   14,192.50   72,000.00   3,000.00   16,000     6030 · Contract Services   24,228.50   2,721.34   30,000.00   50,500.00   41,400     6030 · Contract Services   134,940.51   111,130.76   113,500.00   50,500.00   41,400	5420 · Pension	34,361.27	39,589.97	25,926.00	32,200.00	48,440.00
5500 · Workers Compensation   4,692.28   3,419.27   3,650.00   4,000.00   4,000     5600 · Professional Expenses   5610 · Prof Exp - Conference Ministers   11,825.16   5,334.20   12,000.00   10,000.00   10,000     5600 · Prof Exp - Admin   4,106.05   5,391.78   3,200.00   4,000.00   3,000     5600 · Professional Expenses - Other   45.00   8,600.00   0.00   13,000     Total 5600 · Professional Expenses   616,610.77   446,411.33   340,871.74   421,195.00   512,732     Operations   6000 · Contract Services   36,419.33   6010 · Accounting Services   71,540.04   14,192.50   72,000.00   30,000.00   16,000     6030 · Communication Services   24,228.50   2,721.34   30,000.00   15,000.00   50,000     6035 · IT support   24,028.50   2,721.34   30,000.00   2,500.00   3,000.00   41,400.00     6445 · Electronic Payment Fees   25.18   150.00   10,000.00   2,500.00   3,000.00   610.00   6110.00.00   2,500.00   3,000.00   2,000.00   2,000.00 <th>Total 5420 · Pension</th> <td>34,361.27</td> <td>39,589.97</td> <td>25,926.00</td> <td>32,200.00</td> <td>48,440.00</td>	Total 5420 · Pension	34,361.27	39,589.97	25,926.00	32,200.00	48,440.00
5600 · Professional Expenses   11,825.16   5,334.20   12,000.00   10,000.00   10,000     5620 · Prof Exp - Admin   4,106.05   5,891.78   3,200.00   4,000.00   3,000     5600 · Professional Expenses - Other   45.00   8,600.00   0.00   13,000     Total 5600 · Professional Expenses   15,976.21   11,225.98   23,800.00   14,000.00   13,000     Total 5600 · Professional Expenses   616,610.77   446,411.33   340,871.74   421,195.00   512,732     Operations   6000 · Contract Services   36,419.33   6010 · Accounting Services   71,540.04   14,192.50   72,000.00   30,000.00   16,000     6030 · Communication Services   24,228.50   2,721.34   30,000.00   30,000.00   50,000     6035 · IT support   24,228.50   7,000.00   2,500.00   30,000   41,400     6445 · Electronic Payment Fees   25.18   150.00   100.00   25,000   30,000.00   25,000     6110 · Annual Meeting   5,720.50   6,669.18   30,000.00   3,450.00   3,600	Total 5400 · Benefits	90,317.76	76,365.64	64,463.00	69,700.00	103,330.00
5610 · Prof Exp - Conference Ministers   11,825.16   5,334.20   12,000.00   10,000.00   10,000	5500 · Workers Compensation	4,692.28	3,419.27	3,650.00	4,000.00	4,000.00
5620 · Prof Exp - Admin   4,106.05   5,891.78   3,200.00   4,000.00   3,000     5600 · Professional Expenses · Other   15,976.21   11,225.98   23,800.00   14,000.00   13,000     Total 5600 · Professional Expenses   616,610.77   446,411.33   340,871.74   421,195.00   512,733     Total Human Resources   616,610.77   446,411.33   340,871.74   421,195.00   512,733     Coperations   6000 · Contract Services   36,419.33   6010 · Accounting Services   71,540.04   14,192.50   72,000.00   30,000.00   16,000     6020 · Legal   38,426.97   55,132.59   4,500.00   15,000.00   15,000     6030 · Communication Services   24,228.50   2,721.34   30,000.00   3,000.00   5,000     6030 · Contract Services - Other   745.00   2,665.00   7,000.00   2,500.00   3,000     6445 · Electronic Payment Fees   25.18   150.00   100.00   25,000     6110 · Annual Meeting   5,720.50   6,669.18   3,600.00   3,450.00   3,600.00     6140 · Audit <th>5600 · Professional Expenses</th> <td></td> <td></td> <td></td> <td></td> <td></td>	5600 · Professional Expenses					
5600 · Professional Expenses - Other   45.00   8,600.00   0.00     Total 5600 · Professional Expenses   15,976.21   11,225.98   23,800.00   14,000.00   13,000     Total Human Resources   616,610.77   446,411.33   340,871.74   421,195.00   512,733     Operations   6000 · Contract Services   36,419.33	5610 · Prof Exp - Conference Ministers	11,825.16	5,334.20	12,000.00	10,000.00	10,000.00
Total 5600 · Professional Expenses   15,976.21   11,225.98   23,800.00   14,000.00   13,000     Total Human Resources   616,610.77   446,411.33   340,871.74   421,195.00   512,733     Operations   6000 · Contract Services   36,419.33   36010 · Accounting Services   71,540.04   14,192.50   72,000.00   30,000.00   16,000     6020 · Legal   38,426.97   55,132.59   4,500.00   15,000.00   15,000     6030 · Communication Services   24,228.50   2,721.34   30,000.00   3,000.00   5,000     6000 · Contract Services - Other   745.00   2,665.00   7,000.00   2,500.00   3,000     6445 · Electronic Payment Fees   25.18   150.00   100.00   100.00     6110 · Annual Meeting   5,720.50   6,669.18   30,000.00   3,450.00   3,600     6140 · Audit   12,500.00   4,500.00   20,000.00   2,000   2,000     6180 · Board of Directors   57.12   -1,395.32   1,000.00   2,000.00   2,000     6190 · Occupancy Expense (rent, etc) <td< th=""><th>5620 · Prof Exp - Admin</th><td>4,106.05</td><td>5,891.78</td><td>3,200.00</td><td>4,000.00</td><td>3,000.00</td></td<>	5620 · Prof Exp - Admin	4,106.05	5,891.78	3,200.00	4,000.00	3,000.00
Fotal Human Resources   616,610.77   446,411.33   340,871.74   421,195.00   512,732     6000 · Contract Services   36,419.33	5600 · Professional Expenses - Other	45.00		8,600.00	0.00	
Operations   36,419.33     6000 · Contract Services   36,419.33     6010 · Accounting Services   71,540.04   14,192.50   72,000.00   30,000.00   16,000     6020 · Legal   38,426.97   55,132.59   4,500.00   15,000.00   15,000.00     6030 · Communication Services   24,228.50   2,721.34   30,000.00   3,000.00   5,000     6035 · IT support   24,228.50   2,665.00   7,000.00   2,500.00   3,000     6000 · Contract Services - Other   745.00   2,665.00   7,000.00   2,500.00   41,400     6445 · Electronic Payment Fees   25.18   150.00   100.00   25,000     6110 · Annual Meeting   5,720.50   6,669.18   30,000.00   3,450.00   3,600     6130 · Associations Per Capita   3,418.98   2,165.69   3,600.00   3,450.00   20,000.00   20,000.00   20,000.00   20,000.00   20,000.00   20,000.00   20,000.00   20,000.00   20,000.00   20,000.00   20,000.00   20,000.00   20,000.00   20,000.00   20,000.00   20,000	Total 5600 · Professional Expenses	15,976.21	11,225.98	23,800.00	14,000.00	13,000.00
6000 · Contract Services 36,419.33   6010 · Accounting Services 71,540.04 14,192.50 72,000.00 30,000.00 16,000   6020 · Legal 38,426.97 55,132.59 4,500.00 15,000.00 15,000.00   6030 · Communication Services 24,228.50 2,721.34 30,000.00 3,000.00 50,000   6035 · IT support 745.00 2,665.00 7,000.00 2,500.00 30,000   6000 · Contract Services - Other 745.00 2,665.00 7,000.00 2,500.00 30,000   6445 · Electronic Payment Fees 25.18 150.00 100.00 25,000   6110 · Annual Meeting 5,720.50 6,669.18 30,000.00 3,450.00 3,600   6130 · Associations Per Capita 3,418.98 2,165.69 3,600.00 3,450.00 20,000.00 <td< th=""><th>rotal Human Resources</th><td>616,610.77</td><td>446,411.33</td><td>340,871.74</td><td>421,195.00</td><td>512,732.00</td></td<>	rotal Human Resources	616,610.77	446,411.33	340,871.74	421,195.00	512,732.00
6010 · Accounting Services 71,540.04 14,192.50 72,000.00 30,000.00 16,000   6020 · Legal 38,426.97 55,132.59 4,500.00 15,000.00 15,000   6030 · Communication Services 24,228.50 2,721.34 30,000.00 3,000.00 5,000   6035 - IT support 24,228.50 2,665.00 7,000.00 2,500.00 3,000   6000 · Contract Services - Other 745.00 2,665.00 7,000.00 2,500.00 30,000   70tal 6000 · Contract Services 134,940.51 111,130.76 113,500.00 50,500.00 41,400   6445 · Electronic Payment Fees 25.18 150.00 100.00 25,000   6110 · Annual Meeting 5,720.50 6,669.18 30,000.00 10,000.00 25,000   6140 · Audit 12,500.00 4,500.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00   6180 · Board of Directors 57.12 -1,395.32 1,000.00 20,000.00 20,000.00 20,000.00 24,000   6190 · Occupancy Expense (rent, etc) 22,098.28 20,284.92 12,000.00 20,000.00 24,000 <th>Operations</th> <th></th> <th></th> <th></th> <th></th> <th></th>	Operations					
6020 · Legal 38,426.97 55,132.59 4,500.00 15,000.00 15,000.00   6030 · Communication Services 24,228.50 2,721.34 30,000.00 3,000.00 5,000   6035 · IT support 24,228.50 2,665.00 7,000.00 2,500.00 3,000   6000 · Contract Services · Other 745.00 2,665.00 7,000.00 2,500.00 3,000   Total 6000 · Contract Services 134,940.51 111,130.76 113,500.00 50,500.00 41,400   6445 · Electronic Payment Fees 25.18 150.00 100.00 25,000   6110 · Annual Meeting 5,720.50 6,669.18 30,000.00 10,000.00 25,000   6130 · Associations Per Capita 3,418.98 2,165.69 3,600.00 3,450.00 20,000.00 20,000.00 20,000.00   6140 · Audit 12,500.00 4,500.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,000.00 20,	6000 · Contract Services		36,419.33			
6030 · Communication Services 24,228.50 2,721.34 30,000.00 3,000.00 5,000   6035 · IT support 24,228.50 2,665.00 7,000.00 2,500.00 3,000   6000 · Contract Services · Other 745.00 2,665.00 7,000.00 2,500.00 3,000   Total 6000 · Contract Services 134,940.51 111,130.76 113,500.00 50,500.00 41,400   6445 · Electronic Payment Fees 25.18 150.00 100.00 25,000   6110 · Annual Meeting 5,720.50 6,669.18 30,000.00 10,000.00 25,000   6130 · Associations Per Capita 3,418.98 2,165.69 3,600.00 3,450.00 20,000.00	6010 · Accounting Services	71,540.04	14,192.50	72,000.00	30,000.00	16,000.00
6035 - IT support 2,665.00 7,000.00 2,500.00 3,000   6000 · Contract Services - Other 745.00 2,665.00 7,000.00 2,500.00 3,000   Total 6000 · Contract Services 134,940.51 111,130.76 113,500.00 50,500.00 41,400   6445 · Electronic Payment Fees 25.18 150.00 100.00 100.00 25,000   6110 · Annual Meeting 5,720.50 6,669.18 30,000.00 10,000.00 25,000   6130 · Associations Per Capita 3,418.98 2,165.69 3,600.00 3,450.00 3,600   6140 · Audit 12,500.00 4,500.00 20,000.00 20,000.00 20,000.00 20,000   6180 · Board of Directors 57.12 -1,395.32 1,000.00 20,000.00 20,000.00   6190 · Occupancy Expense (rent, etc) 22,098.28 20,284.92 12,000.00 20,000.00 24,000	6020 · Legal	38,426.97	55,132.59	4,500.00	15,000.00	15,000.00
6000 · Contract Services - Other   745.00   2,665.00   7,000.00   2,500.00   3,000     Total 6000 · Contract Services   134,940.51   111,130.76   113,500.00   50,500.00   41,400     6445 · Electronic Payment Fees   25.18   150.00   100.00   250,000   41,400     6110 · Annual Meeting   5,720.50   6,669.18   30,000.00   10,000.00   25,000     6130 · Associations Per Capita   3,418.98   2,165.69   3,600.00   3,450.00   3,600     6140 · Audit   12,500.00   4,500.00   20,000.00   20,000.00   20,000.00   20,000	6030 · Communication Services	24,228.50	2,721.34	30,000.00	3,000.00	5,000.00
Total 6000 · Contract Services   134,940.51   111,130.76   113,500.00   50,500.00   41,400     6445 · Electronic Payment Fees   25.18   150.00   100.00 <t< th=""><th>6035 - IT support</th><th></th><th></th><th></th><th></th><th>2,400.00</th></t<>	6035 - IT support					2,400.00
6445 · Electronic Payment Fees 25.18 150.00 100.00   6110 · Annual Meeting 5,720.50 6,669.18 30,000.00 10,000.00 25,000   6130 · Associations Per Capita 3,418.98 2,165.69 3,600.00 3,450.00 3,600   6140 · Audit 12,500.00 4,500.00 20,000.00 20,000.00 20,000   6180 · Board of Directors 57.12 -1,395.32 1,000.00 2,000.00 20,000   6190 · Occupancy Expense (rent, etc) 22,098.28 20,284.92 12,000.00 20,000.00 24,000	6000 · Contract Services - Other	745.00	2,665.00	7,000.00	2,500.00	3,000.00
6110 · Annual Meeting 5,720.50 6,669.18 30,000.00 10,000.00 25,000   6130 · Associations Per Capita 3,418.98 2,165.69 3,600.00 3,450.00 3,600   6140 · Audit 12,500.00 4,500.00 20,000.00 20,000.00 20,000 20,000   6180 · Board of Directors 57.12 -1,395.32 1,000.00 2,000.00 20,000   6190 · Occupancy Expense (rent, etc) 22,098.28 20,284.92 12,000.00 20,000.00 24,000	Total 6000 · Contract Services	134,940.51	111,130.76	113,500.00	50,500.00	41,400.00
6130 · Associations Per Capita 3,418.98 2,165.69 3,600.00 3,450.00 3,600   6140 · Audit 12,500.00 4,500.00 20,000.00 20,000.00 20,000 20,000   6180 · Board of Directors 57.12 -1,395.32 1,000.00 2,000.00 2,000 2,000   6190 · Occupancy Expense (rent, etc) 22,098.28 20,284.92 12,000.00 20,000.00 24,000	6445 · Electronic Payment Fees	25.18	150.00		100.00	
6140 · Audit12,500.004,500.0020,000.0020,000.0020,0006180 · Board of Directors57.12-1,395.321,000.002,000.002,0006190 · Occupancy Expense (rent, etc)22,098.2820,284.9212,000.0020,000.0024,000	6110 · Annual Meeting	5,720.50	6,669.18	30,000.00	10,000.00	25,000.00
6180 · Board of Directors57.12-1,395.321,000.002,000.002,0006190 · Occupancy Expense (rent, etc)22,098.2820,284.9212,000.0020,000.0024,000	6130 · Associations Per Capita	3,418.98	2,165.69	3,600.00	3,450.00	3,600.00
<b>6190 · Occupancy Expense (rent, etc)</b> 22,098.28 20,284.92 12,000.00 20,000.00 24,000	6140 · Audit	12,500.00	4,500.00	20,000.00	20,000.00	20,000.00
	6180 · Board of Directors	57.12	-1,395.32	1,000.00	2,000.00	2,000.00
<b>6210 · Council of UCC Conf. Ministers</b> 5,148.19 5,004.09 1,000.00 6,000.00 7,200	6190 · Occupancy Expense (rent, etc)	22,098.28	20,284.92	12,000.00	20,000.00	24,000.00
	6210 · Council of UCC Conf. Ministers	5,148.19	5,004.09	1,000.00	6,000.00	7,200.00
<b>6240 - Other Meetings</b> 45.70 85.99 2,000.00 1,000	6240 - Other Meetings	45.70	85.99	2,000.00		1,000.00

	Actual 2021	Actual 2022	Budget 2022	Budget 2023	Budget 2024
6250 · Computer Supplies	3,679.09	7,957.04	4,000.00	4,000.00	7,000.00
6270 - Equipment Maintenance		100.00			
6280 · Equipment Rental	9,577.71	9,642.82	13,500.00	9,600.00	9,600.00
6310 · General Synod	17,650.00		15,000.00	15,000.00	15,000.00
6320 · Liability Insurance	64,645.80	39,848.00	35,000.00	40,000.00	45,000.00
6330 · Newsletter/Communication	6.00		0.00	0.00	
6340 · Office Supplies	6,456.87	3,652.23	2,770.00	7,000.00	3,300.00
6360 · Postage and Delivery	2,247.75	633.08	2,500.00	2,500.00	1,000.00
6370 · Printing and Paper Supplies	203.61	222.48	7,000.00	1,200.00	1,200.00
6430 - Stationery		944.51			
6440 · Credit Card Fees	381.00	150.00	300.00	300.00	300.00
6445 - Electronic Payment Fees		438.49			
6450 · Utilities	2,599.21	2,386.90	3,000.00	1,200.00	3,000.00
6455 · Telephone & Internet	7,217.72	4,557.86	5,160.00	5,000.00	5,000.00
6470 · MISC - Taxes/Licenses/others	989.08	137.20	1,000.00	1,000.00	1,000.00
6480 · Miscellaneous Expense others	15,869.90	4,213.40	1,000.00	5,000.00	2,500.00
Total Operations	315,478.20	223,479.32	273,330.00	203,850.00	218,100.00
Program & Mission Expense					
8005 · Rent Expense	8,550.85		9,000.00	0.00	
7220 · Conference Minister Discretion	1,937.50		2,500.00	0.00	
7120 · Youth Ministry/Resources	2,091.46		15,000.00	15,000.00	0.00
7XXX - Young Adult Ministry			10,000.00	10,000.00	0.00
7200 · Mini Grants	4,450.00			0.00	
7400 · Program Expenses					
7400-20 - Justice Projects				25,000.00	25,000.00
7400-08 · Honorarium Expense	16,000.00			0.00	0.00
7400-09 · Other Program Expenses	2,840.90	810.00	18,000.00	20,000.00	20,000.00
Total 7400 · Program Expenses	18,840.90	810.00	18,000.00	45,000.00	45,000.00
7530 · Demographics Information	1,660.40		1,500.00	1,800.00	
7800 · Misc. Program & Mission Expenses	791.71			0.00	
Total Program & Mission Expense	38,322.82	810.00	56,000.00	71,800.00	45,000.00
Property Expense					
8020 · Utilities	16,017.48	9,999.10	18,100.00	0.00	0.00
8090 · Other Property Expenses	6,095.00			5,000.00	0.00
8010 · Janitorial Supplies	32.73	101.93		0.00	0.00
8040 · Grounds Maintenance	615.00			0.00	0.00
8030 · Property Taxes	17,228.30	9,336.86	3,000.00	0.00	0.00
Total Property Expense	39,988.51	19,437.89	21,100.00	5,000.00	0.00
Total Expense	1,010,400.30	690,138.54	691,301.74	701,845.00	775,832.00
Net Operating Income	-364,457.12	-155,095.63	-72,701.74	-113,545.00	-162,832.00

	Actual 2021	Actual 2022	Budget 2022	Budget 2023	Budget 2024
Other Income					
9100 - Investment Income/Gain/Loss					
9110 - Investment Income	16,874.63	22,301.57		22,000.00	22,000.00
9120 - 3% draw on investments					84,000.00
9150 - Unrealized Gain/loss Investment	153,523.03	-327,251.98			
Total 9100 Investment Income/Gain/Loss	170,397.66	-304,950.41	0.00	22,000.00	106,000.00
9200 - Gain/Loss on Sale of Real Estate	96,036.75	472,115.13			
9250 - From Property Disposals reserves (1/3 of proce	eeds)				56,832.00
Total Other Income	266,434.41	167,164.72	0.00	22,000.00	162,832.00
Other Expense					
9550 - Depreciation	34,873.91	29,326.37	38,000.00	37,000.00	0.00
9800 - Transfers to Pilgrim Pines	129,642.00	663,667.00	49,320.00	0.00	0.00
property turned back to local churches					
xxxx - transfer to dedicated funds on balance sheet					
Total Other Expense	164,515.91	692,993.37	87,320.00	37,000.00	0.00
Net Other Income	101,918.50	-525,828.65	-87,320.00	-15,000.00	162,832.00
Net Income	-262,538.62	-680,924.28	-160,021.74	-128,545.00	0.00
Board Directed Funds (Reserves)					
UCF Plymouth Fund (Program & Mission)		0		68,000.00	0.00
UCF MAD! Fund		0		13,166.00	0.00
3% Draw on Restricted Funds		0		12,220.00	0.00
3% Draw on Unrestricted/Board Controlled Funds		0		53,562.00	0.00
Total Reserves	-	0	-	146,948.00	0.00
Net after use of reserves	-	(680,924.28)	-	18,403.00	0.00